

July 2021

# **Sexual and Gender-Based Violence Prevention and Response Interim Report**

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*Reporting Period: September 2020-April 2021*

## Report highlights

The report provides an overview of information and data related to sexual and gender-based violence for Conestoga College as required by the Ministry of Colleges and Universities. The report and data are being provided for the period of September 2020 to April 2021 to align with the Ministry reporting dates.

The data related to Sexual and Gender-Based Violence has been divided into two specific areas:

**Disclosure:** to share information pertaining to an incident or incidents of sexual and/or gender-based violence for the purpose of learning about and/or receiving support and resources.

**Formal Complaints or Incidents of Sexual Violence:** to inform about an incident or incidents of sexual and/or gender-based violence for the purposes of initiating a college, criminal, civil and/or other action.

The report also outlines the advancements and achievements we have made over the past year including the establishment of Sexual and Gender-Based Violence Office and related prevention and response programming in partnership with Student Engagement as well as with the Sexual Assault Support Centre of Waterloo Region.

### Definition of Sexual Violence:

“Any sexual act or act targeting a person’s sexuality, gender identity or gender expression, whether that act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person’s consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, and sexual exploitation.” -Bill 132 (2016)

*(Further definitions pertaining to this report can be found in Appendix A.)*

As outlined by the Ministry: Every college or university shall collect from its students and other persons, and provide to the Minister, such data and other information related to the following as may be requested by the Minister, in the manner and form directed by the Minister.

Per the MCU Act, Institutions are to report the following to their Board annually:

- The number of times, supports, services and accommodations relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about the supports, services, and accommodations.
- Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.

- The number of incidents and complaints of sexual violence reported by students, and
- The implementation and effectiveness of the policy.

## Formal complaints or incidents of sexual violence reported by Conestoga students

Per Ministry reporting requirements, we have included the following institutional data.

Type	Number
Total number* of Formal Complaints or Incidents of Sexual Violence	6
Total number of formal complaints or incidents of sexual assault	2
Total number of formal complaints or incidents of sexual harassment	3
Total number of formal complaints or incidents of stalking	1
Total number of formal complaints or incidents of indecent exposure	0
Total number of formal complaints or incidents of voyeurism	0

*\*Please note, the total number of complaints or incidents of sexual violence may be lower than the types described above, as an incident may be defined under more than one type.*

## Disclosures of sexual violence made by Conestoga students

Type	Number
Total number of disclosures	18
Total number of disclosures of sexual assault	11
Total number of disclosures of sexual harassment	5
Total number of disclosures of stalking	1
Total number of disclosures of indecent exposure	0
Total number of disclosures of voyeurism	0
Total number of disclosures of gender-based violence	4
Total number of disclosures of intimate partner violence	7
Total number of disclosures of human trafficking	1

*\*Please note, the total number of Disclosure may be lower than the types described above, as an incident may be defined under more than one type.*

## Conestoga College Initiatives

### Sexual and Gender-Based Violence Prevention and Response Office

The support services offered by Sexual and Gender-Based Violence Prevention and Response Coordinator includes:

- Receiving confidential disclosures
- Crisis intervention, suicide assessments, coping and harm reduction
- Assistance with safety planning
- Identifying and coordinating appropriate academic, residence or other accommodations in consultation with the appropriate Conestoga departments
- Providing information about referrals to internal services such as the Conestoga medical clinic, counselling and Be-Dah-Gamik (Aboriginal Services)
- Providing information about external organizations in the region where the student resides such as the Sexual Assault Support Centers, Assault and Domestic Violence Treatment Centres and Shelter Safe
- Providing information about internal options under the sexual violence policy as well as external reporting options such as criminal reporting and the Human Rights Tribunal
- Assisting with making a formal report, including supporting the individual and preparing any written statements and or attending a police division or hospital, when a Survivor decides to take one or more of these actions.
- Providing information on trauma symptoms, sexual and gender-based violence myths

In addition to supporting students, the Sexual and Gender-Based Violence Prevention and Response Coordinator participates on various committees including: Sexual and Gender-Based Violence Task Force, the Sexual and Gender-Based Violence Prevention Sub-committee and the Sexual and Gender-Based Violence Response Sub-committee.

## Initiatives and programming

As the Sexual and Gender Based Violence Office is a relatively new initiative at Conestoga, we have been identifying areas across the College with high student participation to implement information about the Sexual and Gender-Based Violence Office and promote the supports/services available.

Initiatives	Description	Participation
Conestoga Student Orientation	Addition of Sexual and Gender-Based Violence information, services and supports into Conestoga Student Orientation	90% of new students
Co-op and Integrated Working and Learning	Addition of Sexual and Gender-Based Violence information, services and supports into the existing mandatory curriculum.	2,300 students
Conestoga Students Inc. Day Planner	Addition of Sexual and Gender-Based Violence information services and supports	16,000 students
Sexual and Gender-Based Violence wallet-sized cards	Placed at identified "safe places" within the College such as Medical Clinic, Counselling Department, Washrooms.	To be determined based on number of cards "picked up"

## Ongoing program development

Program	Description and Actions	Participation
Conestoga 101	Conestoga 101 is a self-directed course that focuses on introducing new students to the supports, services, and opportunities available at Conestoga College. Additional information related to Sexual and Gender-Based Violence implemented	90% of new students
Sexual Violence Prevention Workshops	A series of 5 workshops is offered to students every semester. These workshops include:	
	1) What is Consent?	15
	2) Healthy Relationships	27
	3) Virtual Consent and Harassment	10
	4) Bystander Intervention	23
Sexual Violence Prevention Workshop (Athletics Department)	5) Responding to Disclosures	14
	Coaches	5
	Athletes	15

## Other work completed in 2020/2021 includes:

- Finalizing the branding and marketing for a Sexual and Gender-Based Violence campaign to further promote the Sexual and Gender-Based Violence Prevention and Response Office, supports, services and prevention workshops
- Developing an initial social media plan to communicate with the college community
- Recruiting of a new group of student volunteers for participation in the Sexual Violence Task Force and the Sexual and Gender-Based Violence Prevention Sub-committee
- Implementation of a centralized database
- Provided workshop for 37 student-facing staff in partnership with the Sexual Assault Support Centre on Human Trafficking to enhance knowledge of the risk factors, signs, as well as services and supports available for students at risk or involved

## Supports and services

The chart below shows the number of times that supports, services and accommodations relating to sexual violence were requested and obtained by students enrolled at the college.

Supports/Services	Total Number of Times Accessed
College Counselling Services	10
Academic Adjustments/Accessible Learning Services	8
College Medical Care Clinic	3
Community Supports/Services	20

In addition to the supports/services listed above, Conestoga students continue to have access to the following services and supports:

- Conestoga College Mobile Safety App
- 24/7 telephone counselling services
- Partnerships with police services, local sexual assault support centre and with the Sexual Assault and Domestic Violence Program at our local hospital

For more information on these services:

**Counselling:**

<https://studentsuccess.conestogac.on.ca/myWellness/counselling>

**Accessible Learning:**

<https://studentsuccess.conestogac.on.ca/myLearning/AcademicAndTestingAccommodations>

**Medical Care:**

<https://studentsuccess.conestogac.on.ca/myWellness/medicalcare>

**Sexual and Gender-Based Violence Prevention and Response Coordinator:**

<https://studentsuccess.conestogac.on.ca/mywellness/sexualandgenderbasedviolence>

## Policy and procedures

### Implementation and Effectiveness of the Sexual Assault and Sexual Violence Policy and Procedures

The Conestoga College Sexual Assault and Sexual Violence Policy and Procedure were presented to the Board of Governors for approval on October 7, 2019, and posted on the college website thereafter.

We are scheduled to revise our current Policy and Procedures in September 2021.

In 2020 a group of students in the Bachelor of Community and Criminal Justice program completed their Capstone project entitled "Prevention and Response to Sexual Violence at Conestoga College: Exploring Policy and Communication Strategies". The recommendations for improvement will be incorporated into the Sexual Violence Policy and Procedure revisions.

In addition, information collected in the new data base will be used to further enhance our prevention activities and determine trends including disclosures, formal reporting as well as the outcome of investigations. This information as well as feedback obtained from students based on their experience(s) will be used for on-going improvement.



# Appendix A

**Sexual Assault:** Non-consensual sexual contact or activity, including the threat of such activity, done by one person or group of persons to another. Sexual assault can range from unwanted sexual touching, kissing, or fondling to forced sexual intercourse. Sexual assault can involve the use of physical force, intimidation, coercion, or the abuse of a position of trust or authority.

**Sexual Harassment:** a course of unwanted comments, conduct and/or communication-based on sex, sexual orientation, gender, gender identity, or gender expression that is known or should have been known to be unwelcome. Sexual harassment includes making unwelcome sexual solicitations, attentions, or advance; the implied or expressed promise of benefits or advancement in return for sexual favours; threats of reprisals for rejecting unwelcome solicitations or advances; engaging in comment or conduct that creates a hostile or poisoned environment to persons of a specific sex, sexual orientation, gender identity, or gender expression; and incidents that occur through electronic means.

**Stalking:** Behaviours that occur on more than one occasion and which collectively instill fear in the person or threaten the person's safety or mental health, or that of their family or friends. Stalking includes non-consensual communications (e.g., face to face, phone, electronic); threatening or obscene conduct or gestures; surveillance and pursuit; and sending unsolicited gifts.

**Indecent Exposure:** The exposure of the private or intimate parts of the body in a lewd or sexual manner, in a public place when the perpetrator may be readily observed. Indecent exposure includes exhibitionism.

**Voyeurism:** When an individual secretly observes another person without their consent and in circumstances where they could reasonably expect privacy. Voyeurism may include direct observation, observation by mechanical or electronic means, or visual recordings.

**Sexual Exploitation:** Taking advantage of another person through non-consensual or abusive sexual control. This may include the digital or electronic broadcasting, distributing, recording or photographing of people involved in sexual acts without their consent.

**Intimate Partner Violence:** When an individual experiences intensive, possessive, manipulating behaviour(s) by a boyfriend/girlfriend or partner. Other behaviour(s) may include various forms of control as well as verbal abuse, threats or physical assault(s).

**Human Trafficking:** The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of sexual exploitation.